

Human Resource Focus Team

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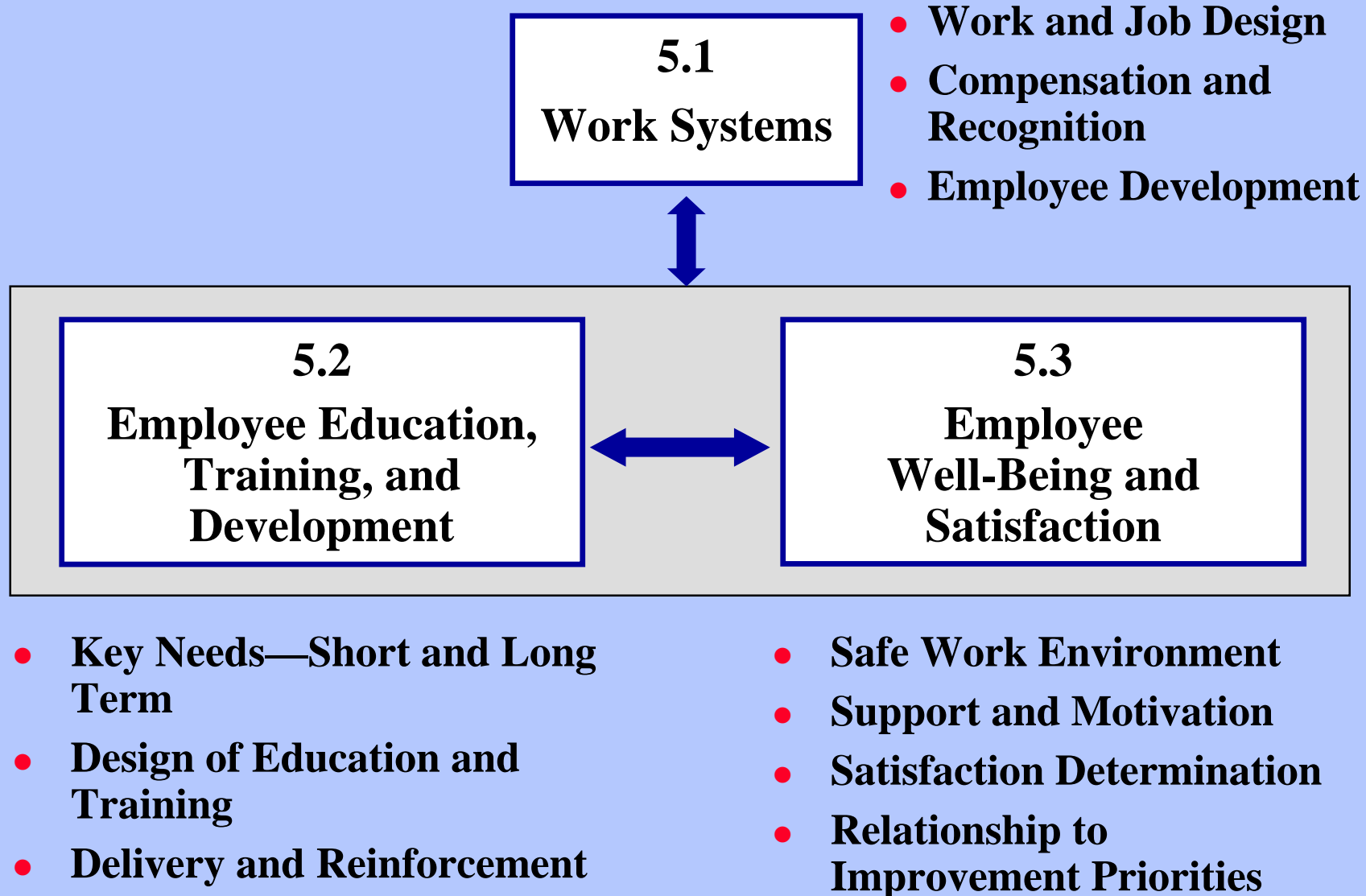
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Human Resource Focus



Human Resource Focus Strengths

- **Providing a development path for patent examiners and trademark attorneys to full signatory authority with associated skill acquisition**
- **Implementing a decentralized approach to training, allowing business units to design and deliver training responsive to their needs**
- **Creating an extensive employee support climate with numerous programs and benefits to enhance employee well-being**

Human Resource Focus Opportunities for Improvement

- **Aligning employee performance requirements among the different employee groups with the performance requirements and business goals of PTO**
- **Evaluating the impact of training programs on organizational performance and aligning individual development needs with organizational needs**
- **Using the employee survey as a means to drive change and improve organizational performance and employee satisfaction levels through a structured feedback and action planning process**